**FOI 9424 – Doctor recruitment through external agencies**

Issued November 2024

**I’d like to obtain information in relation to Trust expenditure on doctor recruitment through external agencies during the 2023/24 financial year and 2024/25 financial year to date (05/11/24), via the Freedom of Information Act 2000:**

1. **How much did the Trust spend on agency locum doctors during the 2023/24 financial year? Can you please provide a breakdown of how much was spent per grade of doctor, specialty of doctor and the number of total hours booked in each specialty?**

**2023/24 financial year – Spend**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NHSI Grade** | **NHSI Specialty** | **Apr-23** | **May-23** | **Jun-23** | **Jul-23** | **Aug-23** | **Sep-23** | **Oct-23** | **Nov-23** | **Dec-23** | **Jan-24** | **Feb-24** | **Mar-24** | **Grand Total** |
| **Medical - Consultant / GP** | 103 - BREAST SURGERY |  | £ 11,760 | £ 13,860 | £ 9,900 | £ 18,060 | £ 19,114 | £ 21,126 | £ 20,120 | £ 13,078 | £ 21,126 | £ 16,096 |  | £ 164,240 |
| 110 - TRAUMA & ORTHOPAEDICS |  |  | £ 24,740 |  |  |  |  |  |  | £ 9,488 | £ 8,302 |  | £ 42,530 |
| 120 - ENT | £ 19,932 | £ 33,203 | £ 42,987 | £ 60,216 | £ 77,843 | £ 59,306 | £ 53,503 | £ 25,914 | £ 9,054 | £ 16,961 | £ 32,685 | £ 39,048 | £ 470,652 |
| 190 - ANAESTHETICS |  |  | £ 6,475 | £ 24,605 | £ 2,590 |  |  |  |  |  |  |  | £ 33,670 |
| 300 - GENERAL MEDICINE | £ 20,720 | £ 44,030 | £ 55,563 | £ 43,902 | £ 33,961 | £ 40,324 | £ 36,180 | £ 39,288 | £ 36,184 | £ 20,704 | £ 15,540 | £ 6,216 | £ 392,612 |
| 320 - CARDIOLOGY | £ 4,408 |  |  |  |  |  |  |  |  |  |  |  | £ 4,408 |
| 430 - GERIATRIC MEDICINE | £ 26,882 | £ 30,901 | £ 33,053 | £ 26,354 | £ 18,119 | £ 25,828 | £ 30,836 | £ 26,092 | £ 27,278 | £ 17,790 |  |  | £ 263,133 |
| 810 - RADIOLOGY | £ 17,929 | £ 24,700 | £ 16,616 | £ 10,124 | £ 12,868 | £ 12,023 | £ 5,126 | £ 4,453 | £ 2,553 |  |  |  | £ 106,392 |
| 823 - HAEMATOLOGY |  |  |  |  |  |  | £ 7,392 | £ 3,168 |  |  |  |  | £ 10,560 |
| 833 - MEDICAL MICROBIOLOGY | £ 35,376 | £ 31,624 | £ 33,232 | £ 35,376 | £ 37,520 | £ 34,639 | £ 25,125 | £ 28,944 | £ 33,232 | £ 40,736 | £ 30,016 | £ 25,728 | £ 391,548 |
| **Medical - Consultant / GP Total** |  | **£ 125,247** | **£ 176,218** | **£ 226,526** | **£ 210,477** | **£ 200,961** | **£ 191,234** | **£ 179,288** | **£ 147,979** | **£ 121,379** | **£ 126,805** | **£ 102,639** | **£ 70,992** | **£ 1,879,745** |
| **Medical - Registrar ST3 (+)** | 120 - ENT |  | £ 7,190 | £ 15,818 | £ 11,504 | £ 5,033 | £ 15,575 | £ 17,786 | £ 15,771 | £ 11,265 |  | £ 6,803 | £ 7,706 | £ 114,451 |
| 501 - OBSTETRICS |  |  |  |  | £ 9,974 | £ 12,279 | £ 2,941 |  |  |  |  |  | £ 25,194 |
| **Medical - Registrar ST3 (+) Total** |  |  | **£ 7,190** | **£ 15,818** | **£ 11,504** | **£ 15,007** | **£ 27,854** | **£ 20,727** | **£ 15,771** | **£ 11,265** |  | **£ 6,803** | **£ 7,706** | **£ 139,645** |
| **Grand Total** |  | **£ 125,247** | **£ 183,408** | **£ 242,344** | **£ 221,981** | **£ 215,968** | **£ 219,088** | **£ 200,015** | **£ 163,750** | **£ 132,644** | **£ 126,805** | **£ 109,442** | **£ 78,698** | **£ 2,019,390** |

**2023/24 financial year – Hours**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NHSI Grade** | **NHSI Specialty** | **Apr-23** | **May-23** | **Jun-23** | **Jul-23** | **Aug-23** | **Sep-23** | **Oct-23** | **Nov-23** | **Dec-23** | **Jan-24** | **Feb-24** | **Mar-24** | **Grand Total** |
| Medical - Consultant / GP | 103 - BREAST SURGERY |  | 120 | 112 | 80 | 144 | 152 | 168 | 160 | 104 | 168 | 128 |  | 1,336 |
| 110 - TRAUMA & ORTHOPAEDICS |  |  | 180 |  |  |  |  |  |  | 72 | 63 |  | 315 |
| 120 - ENT | 166 | 265 | 351 | 514 | 735 | 532 | 505 | 207 | 72 | 144 | 314 | 333 | 4,138 |
| 190 - ANAESTHETICS |  |  | 50 | 190 | 20 |  |  |  |  |  |  |  | 260 |
| 300 - GENERAL MEDICINE | 160 | 340 | 444 | 360 | 280 | 312 | 280 | 304 | 280 | 160 | 120 | 48 | 3,088 |
| 320 - CARDIOLOGY | 36 |  |  |  |  |  |  |  |  |  |  |  | 36 |
| 430 - GERIATRIC MEDICINE | 206 | 236 | 257 | 202 | 138 | 197 | 234 | 198 | 207 | 135 |  |  | 2,010 |
| 810 - RADIOLOGY | 151 | 208 | 141 | 86 | 110 | 102 | 44 | 40 | 22 |  |  |  | 904 |
| 823 - HAEMATOLOGY |  |  |  |  |  |  | 56 | 24 |  |  |  |  | 80 |
| 833 - MEDICAL MICROBIOLOGY | 392 | 328 | 328 | 360 | 424 | 349 | 263 | 280 | 376 | 432 | 288 | 256 | 4,076 |
| Medical - Consultant / GP Total |  | **1,111** | **1,497** | **1,863** | **1,792** | **1,851** | **1,644** | **1,550** | **1,213** | **1,061** | **1,111** | **913** | **637** | **16,243** |
| Medical - Registrar ST3 (+) | 120 - ENT |  | 80 | 176 | 128 | 56 | 165 | 189 | 168 | 120 |  | 86 | 90 | 1,258 |
| 501 - OBSTETRICS |  |  |  |  | 117 | 148 | 35 |  |  |  |  |  | 300 |
| Medical - Registrar ST3 (+) Total |  |  | **80** | **176** | **128** | **173** | **313** | **224** | **168** | **120** |  | **86** | **90** | **1,558** |
| **Grand Total** |  | **1,111** | **1,577** | **2,039** | **1,920** | **2,024** | **1,957** | **1,774** | **1,381** | **1,181** | **1,111** | **999** | **727** | **17,801** |

**2024/25 financial year – Spend (April 2024 – October 2024)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NHSI Grade** | **NHSI Specialty** | **Apr-24** | **May-24** | **Jun-24** | **Jul-24** | **Aug-24** | **Sep-24** | **Oct-24** | **Grand Total** |
| Medical - Consultant / GP | 103 - BREAST SURGERY |  |  |  | £ 19,228 | £ 15,629 | £ 18,774 | £ 13,379 | £ 67,010 |
| 120 - ENT | £ 50,875 | £41,664 | £45,045 | £ 55,628 | £ 46,618 | £ 49,734 | £ 46,534 | £ 336,098 |
| 410 - RHEUMATOLOGY |  |  |  | £ 24,957 | £ 17,552 | £ 10,970 |  | £ 53,479 |
| 833 - MEDICAL MICROBIOLOGY | £ 37,520 | £31,088 | £36,448 | £ 27,872 | £ 31,624 | £ 25,192 | £ 34,304 | £ 224,048 |
| Medical - Consultant / GP Total | **£ 88,395** | **£72,752** | **£81,493** | **£127,685** | **£111,423** | **£104,670** | **£ 94,217** | **£ 680,635** |  |
| Medical - Registrar ST3 (+) | 120 - ENT | £ 17,844 | £17,139 | £13,230 | £ 1,764 | £ 13,968 | £ 9,216 | £ 14,148 | £ 87,309 |
| Medical - Registrar ST3 (+) Total | **£ 17,844** | **£17,139** | **£13,230** | **£ 1,764** | **£ 13,968** | **£ 9,216** | **£ 14,148** | **£ 87,309** |  |
| **Grand Total** |  | **£106,239** | **£89,891** | **£94,723** | **£129,449** | **£125,391** | **£113,886** | **£108,365** | **£ 767,944** |

**2024/25 financial year – Hours (April 2024 – October 2024)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NHSI Grade** | **NHSI Specialty** | **Apr-24** | **May-24** | **Jun-24** | **Jul-24** | **Aug-24** | **Sep-24** | **Oct-24** | **Grand Total** |
| Medical - Consultant / GP | 103 - BREAST SURGERY |  |  |  | 172 | 139 | 167 | 119 | 597 |
| 120 - ENT | 434 | 345 | 371 | 453 | 377 | 408 | 370 | 2,758 |
| 410 - RHEUMATOLOGY |  |  |  | 182 | 128 | 80 |  | 390 |
| 833 - MEDICAL MICROBIOLOGY | 400 | 296 | 400 | 296 | 320 | 208 | 376 | 2,296 |
| Medical - Consultant / GP Total | **834** | **641** | **771** | **1,103** | **964** | **863** | **865** | **6,041** |  |
| Medical - Registrar ST3 (+) | 120 - ENT | 238 | 202 | 150 | 20 | 158 | 104 | 160 | 1,032 |
| Medical - Registrar ST3 (+) Total | **238** | **202** | **150** | **20** | **158** | **104** | **160** | **1,032** |  |
| **Grand Total** |  | **1,072** | **843** | **921** | **1,123** | **1,122** | **967** | **1,025** | **7,073** |

1. **Can you please name which agencies provided the locum doctors relevant to the answer to my previous question (question 1) and the number of hours each agency provided?**

**2023/24 financial year**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NHSI Grade** | **NHSI Specialty** | **Agency** | **Apr-23** | **May-23** | **Jun-23** | **Jul-23** | **Aug-23** | **Sep-23** | **Oct-23** | **Nov-23** | **Dec-23** | **Jan-24** | **Feb-24** | **Mar-24** | **Grand Total** |
| Medical - Consultant / GP | 103 - BREAST SURGERY | ID Medical |  |  | 112 | 80 | 24 |  |  |  |  |  |  |  | 216 |
| Medacs Healthcare Plc |  |  |  |  | 120 | 152 | 168 | 160 | 104 | 168 | 128 |  | 1,000 |
| Medecho Ltd |  | 120 |  |  |  |  |  |  |  |  |  |  | 120 |
| 103 - BREAST SURGERY Total |  |  | **120** | **112** | **80** | **144** | **152** | **168** | **160** | **104** | **168** | **128** |  | **1,336** |
| 110 - TRAUMA & ORTHOPAEDICS | Athona Ltd |  |  | 180 |  |  |  |  |  |  |  |  |  | 180 |
| DRC Locums Ltd |  |  |  |  |  |  |  |  |  | 72 | 63 |  | 135 |
| 110 - TRAUMA & ORTHOPAEDICS Total |  |  |  | **180** |  |  |  |  |  |  | **72** | **63** |  | **315** |
| 120 - ENT | DRC Locums Ltd |  |  |  |  |  |  |  |  |  | 144 | 314 | 252 | 710 |
| Holt Doctors |  |  |  | 142 | 288 | 182 | 277 | 24 |  |  |  | 81 | 994 |
| ID Medical | 166 | 265 | 220 | 156 | 271 | 278 | 228 | 183 | 72 |  |  |  | 1,839 |
| Medacs Healthcare Plc |  |  | 131 | 168 |  |  |  |  |  |  |  |  | 299 |
| Medecho Ltd |  |  |  | 48 | 176 | 72 |  |  |  |  |  |  | 296 |
| 120 - ENT Total |  | **166** | **265** | **351** | **514** | **735** | **532** | **505** | **207** | **72** | **144** | **314** | **333** | **4,138** |
| 190 - ANAESTHETICS | RIG Locums Ltd |  |  | 50 | 190 | 20 |  |  |  |  |  |  |  | 260 |
| 190 - ANAESTHETICS Total |  |  |  | **50** | **190** | **20** |  |  |  |  |  |  |  | **260** |
| 300 - GENERAL MEDICINE | Fresh Medical Recruitment |  |  |  |  |  | 160 | 160 | 160 | 152 | 32 |  |  | 664 |
| ID Medical | 160 | 180 | 180 | 48 |  |  |  |  |  |  |  |  | 568 |
| Locum People Limited |  |  | 128 | 176 | 152 |  |  |  |  |  |  |  | 456 |
| RM Medics |  | 160 | 136 | 136 | 128 | 152 | 120 | 144 | 128 | 128 | 120 | 48 | 1,400 |
| 300 - GENERAL MEDICINE Total |  | **160** | **340** | **444** | **360** | **280** | **312** | **280** | **304** | **280** | **160** | **120** | **48** | **3,088** |
| 320 - CARDIOLOGY | Pertemps Medical Limited | 36 |  |  |  |  |  |  |  |  |  |  |  | 36 |
| 320 - CARDIOLOGY Total |  | **36** |  |  |  |  |  |  |  |  |  |  |  | **36** |
| 430 - GERIATRIC MEDICINE | DRC Locums Ltd | 206 | 236 | 214 | 202 | 138 | 197 | 234 | 198 | 207 | 135 |  |  | 1,967 |
| Locum People Limited |  |  | 43 |  |  |  |  |  |  |  |  |  | 43 |
| 430 - GERIATRIC MEDICINE Total |  | **206** | **236** | **257** | **202** | **138** | **197** | **234** | **198** | **207** | **135** |  |  | **2,010** |
| 810 - RADIOLOGY | Holt Doctors | 43 | 42 | 47 | 34 | 32 | 32 | 44 | 40 | 22 |  |  |  | 336 |
| Medecho Ltd | 64 | 72 |  |  |  |  |  |  |  |  |  |  | 136 |
| National Locums | 44 | 94 | 94 | 52 | 78 | 70 |  |  |  |  |  |  | 432 |
| 810 - RADIOLOGY Total |  | **151** | **208** | **141** | **86** | **110** | **102** | **44** | **40** | **22** |  |  |  | **904** |
| 823 - HAEMATOLOGY | Athona Ltd |  |  |  |  |  |  | 56 | 24 |  |  |  |  | 80 |
| 823 - HAEMATOLOGY Total |  |  |  |  |  |  |  | **56** | **24** |  |  |  |  | **80** |
| 833 - MEDICAL MICROBIOLOGY | Athona Ltd | 392 | 328 | 328 | 360 | 424 | 349 | 263 | 280 | 376 | 432 | 288 | 256 | 4,076 |
| 833 - MEDICAL MICROBIOLOGY Total |  | **392** | **328** | **328** | **360** | **424** | **349** | **263** | **280** | **376** | **432** | **288** | **256** | **4,076** |
| Medical - Consultant / GP Total | |  | **1,111** | **1,497** | **1,863** | **1,792** | **1,851** | **1,644** | **1,550** | **1,213** | **1,061** | **1,111** | **913** | **637** | **16,243** |
| Medical - Registrar ST3 (+) | 120 - ENT | Day Webster Recruitment |  |  |  |  |  |  |  |  |  |  | 86 | 54 | 140 |
| Interact Medical |  | 80 | 176 | 128 | 56 | 165 | 189 | 168 | 120 |  |  |  | 1,082 |
| National Locums |  |  |  |  |  |  |  |  |  |  |  | 36 | 36 |
| 120 - ENT Total |  |  | **80** | **176** | **128** | **56** | **165** | **189** | **168** | **120** |  | **86** | **90** | **1,258** |
| 501 - OBSTETRICS | DRC Locums Ltd |  |  |  |  | 117 | 148 | 35 |  |  |  |  |  | 300 |
| 501 - OBSTETRICS Total |  |  |  |  |  | **117** | **148** | **35** |  |  |  |  |  | **300** |
| Medical - Registrar ST3 (+) Total | |  |  | **80** | **176** | **128** | **173** | **313** | **224** | **168** | **120** |  | **86** | **90** | **1,558** |
| **Grand Total** |  |  | **1,111** | **1,577** | **2,039** | **1,920** | **2,024** | **1,957** | **1,774** | **1,381** | **1,181** | **1,111** | **999** | **727** | **17,801** |

**2024/25 financial year (April 2024 – October 2024)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NHSI Grade** | **NHSI Specialty** | **Agency** | **Apr-24** | **May-24** | **Jun-24** | **Jul-24** | **Aug-24** | **Sep-24** | **Oct-24** | **Grand Total** |
| Medical - Consultant / GP | 103 - BREAST SURGERY | Interact Medical |  |  |  | 172 | 139 | 167 | 119 | 597 |
| 103 - BREAST SURGERY Total |  |  |  | **172** | **139** | **167** | **119** | **597** |
| 120 - ENT | DRC Locums Ltd | 220 | 230 | 200 | 230 | 220 | 210 | 230 | 1,540 |
| Holt Doctors | 214 | 115 | 171 | 223 | 157 | 198 | 140 | 1,218 |
| 120 - ENT Total |  | **434** | **345** | **371** | **453** | **377** | **408** | **370** | **2,758** |
| 410 - RHEUMATOLOGY | Athona Ltd |  |  |  | 182 | 128 | 80 |  | 390 |
| 410 - RHEUMATOLOGY Total |  |  |  |  | **182** | **128** | **80** |  | **390** |
| 833 - MEDICAL MICROBIOLOGY | Athona Ltd | 400 | 296 | 400 | 296 | 320 | 208 | 376 | 2,296 |
| 833 - MEDICAL MICROBIOLOGY Total |  | **400** | **296** | **400** | **296** | **320** | **208** | **376** | **2,296** |
| Medical - Consultant / GP Total | |  | **834** | **641** | **771** | **1,103** | **964** | **863** | **865** | **6,041** |
| Medical - Registrar ST3 (+) | 120 - ENT | National Locums | 238 | 18 |  |  |  |  |  | 256 |
|  | NC Healthcare |  | 184 | 150 | 20 | 158 | 104 | 160 | 776 |
| 120 - ENT Total |  | **238** | **202** | **150** | **20** | **158** | **104** | **160** | **1,032** |
| Medical - Registrar ST3 (+) Total | |  | **238** | **202** | **150** | **20** | **158** | **104** | **160** | **1,032** |
| **Grand Total** | |  | **1,072** | **843** | **921** | **1,123** | **1,122** | **967** | **1,025** | **7,073** |

1. **How much did the Trust spend on agency fees/costs when recruiting doctors to fixed term or permanent contracts via external agency during each period (i.e. where an introductory fee was charged)? Can you please provide a breakdown of how much was spent per grade of doctor, specialty of doctor and the number of doctors successfully deployed.**

Total - £89,871

Grades of doctor: Locum Consultant, Specialty Doctor and Specialist Grade

Specialties: Anaesthetics, Elderly and Radiology

1. **Can you please name which agencies provided the work/doctors outlined in question 3 and how many doctors each one has successfully provided to the Trust?**

BDI – 6

Kaizen Recruitment - <5

1. **Has the Trust conducted any overseas trips since 2022 to conduct recruitment activities for doctors? If yes, please state how much was spent on each separate visit, which agency was partnered with (if any) and how many doctors were successfully hired (and started in post at the hospital) as a result of each visit.** No